

## **Supplemental Digital Content**

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## Supplemental Digital Appendix 1

### Medical Education Program Objectives (Exit Competencies)

Physician Role	Medical Program Objectives	Assessment Methods
Medical Expert	Collect a complete or focused medical history and perform a complete or focused physical examination, as appropriate	OSCE, Workplace-based Assessment
	Generate a prioritized differential diagnosis, problem list, an appropriate investigation plan, and management plan using the patient's clinical findings	Written tests (MCQ), OSCE, Workplace-based Assessment
	Implement the clinical investigation and management plan, including the performance of particular procedures, with guidance from a supervising resident or attending physician	Written tests (MCQ), OSCE, Workplace-based Assessment
	Explain effective health promotion strategies and their underlying biological bases to patients, families, community members, and/ or colleagues	Written tests (MCQ), OSCE, Workplace-based Assessment
	Use clinically relevant knowledge from the foundational medical sciences and the social sciences, including recent scientific advances, to make appropriate scientifically grounded and evidence-based clinical decisions for patient diagnosis and management	Written tests (MCQ), OSCE, Workplace-based Assessment
Collaborator	Diagnose and manage a patient's illness in the context of a health care team, by respecting his/her own professional boundaries as well as the expertise of physician colleagues (generalist and specialist) and non-physician health care professionals	Written tests (MCQ), Portfolio, Workplace-based Assessment
	Establish and/or maintain an effective healthcare team by collaborating with learners, practitioners, patients, and other health care professionals	Portfolio, OSCE, Workplace-based Assessment
	Seek the input of all team members, including the patient, family, other health care professionals, and, where appropriate, members of the community, in designing and implementing health care delivery	Portfolio, OSCE, Workplace-based Assessment
	Communicate with physicians and other health care professionals in a collaborative, responsive and responsible manner	Portfolio, OSCE, Workplace-based Assessment

	Prevent, negotiate and resolve conflict by working respectfully and diplomatically with the patient, family, and other health care professionals	OSCE, Workplace-based Assessment
Communicator	Appropriately develop and maintain ethical supportive relationships, rapport and trust with patients and their families	Portfolio, OSCE, Workplace-based Assessment
	Accurately elicit relevant information and perspectives from patients and their families, colleagues, and other professionals	Portfolio, OSCE, Workplace-based Assessment
	Accurately convey relevant information and explanations to patients and their families	Portfolio, OSCE, Workplace-based Assessment
	Develop a shared plan of care with patients, their families, and other professionals	Portfolio, OSCE, Workplace-based Assessment
	Effectively convey oral and written information associated with a medical encounter	OSCE, Workplace-based Assessment
	Communicate effectively with third parties other than health professionals directly caring for the patient	OSCE, Workplace-based Assessment
Health Advocate	Help a patient access the most appropriate and best available health care resources according to the unique physical and psychosocial needs of the patient, and paying particular attention to the needs of vulnerable and marginalized populations, specifically including First Nations, Inuit and Metis	Portfolio, OSCE, Workplace-based Assessment
	Participate in activities that improve the health of a community or vulnerable populations, including First Nations, Inuit and Metis, with due consideration to social and other determinants of health	OSCE, Workplace-based Assessment
	Educate individual patients and their families or supporters about their illnesses, and strategies for disease management, health promotion and disease prevention	Written tests (MCQ), OSCE, Workplace-based Assessment
	Maintain personal health and well-being such that the health care that one provides is sustainable	Portfolio, Workplace-based Assessment

Leader	Assist patients, their families and communities in accessing and utilizing different parts of the Canadian health care system needed for required health care delivery, consistent with the principles of the Canada Health Act	Written tests (MCQ), OSCE, Workplace-based Assessment
	Make decisions considering the efficient, effective, and equitable allocation of finite health care resources	OSCE, Workplace-based Assessment
	Contribute to system quality process evaluation and improvement, including patient safety initiatives	Written tests (MCQ), Portfolio, Workplace-based Assessment
	Manage time effectively in a clinical setting	Written tests (MCQ), OSCE, Workplace-based Assessment
	Employ information and communication technologies to acquire, organize and apply information for the purposes of patient and population care, scholarly inquiry, self-directed learning and collaborative knowledge exchange	Written tests (MCQ), Workplace-based Assessment
	Maintain a healthy work-life balance	Portfolio, Workplace-based Assessment
Professional	Provide high-quality, safe and ethical patient care	Written tests (MCQ), Portfolio, OSCE, Workplace-based Assessment
	Demonstrate behaviour consistent with the ethical and professional standards of physicians	Written tests (MCQ), Portfolio, OSCE, Workplace-based Assessment
	Participate in the practice of medicine in a socially responsible manner that respects the medical, legal, and professional obligations of belonging to a self-regulating body	Written tests (MCQ), Portfolio, OSCE, Workplace-based Assessment
	Serve beyond normal duty or expectations as required, putting the needs of the patient before one's own without ignoring personal/professional balance	Workplace-based Assessment
Scholar	Apply a scholarly inquiry approach to learning and patient care	Written tests (MCQ), Portfolio, OSCE, Workplace-based Assessment
	Employ the ethical principles of clinical and translational research in the conduct of research, evaluation of research, explanations to patients, and application to patient care	Written tests (MCQ), OSCE, Workplace-based Assessment

Develop and implement a plan for continual personal learning

Portfolio, OSCE, Workplace-based Assessment

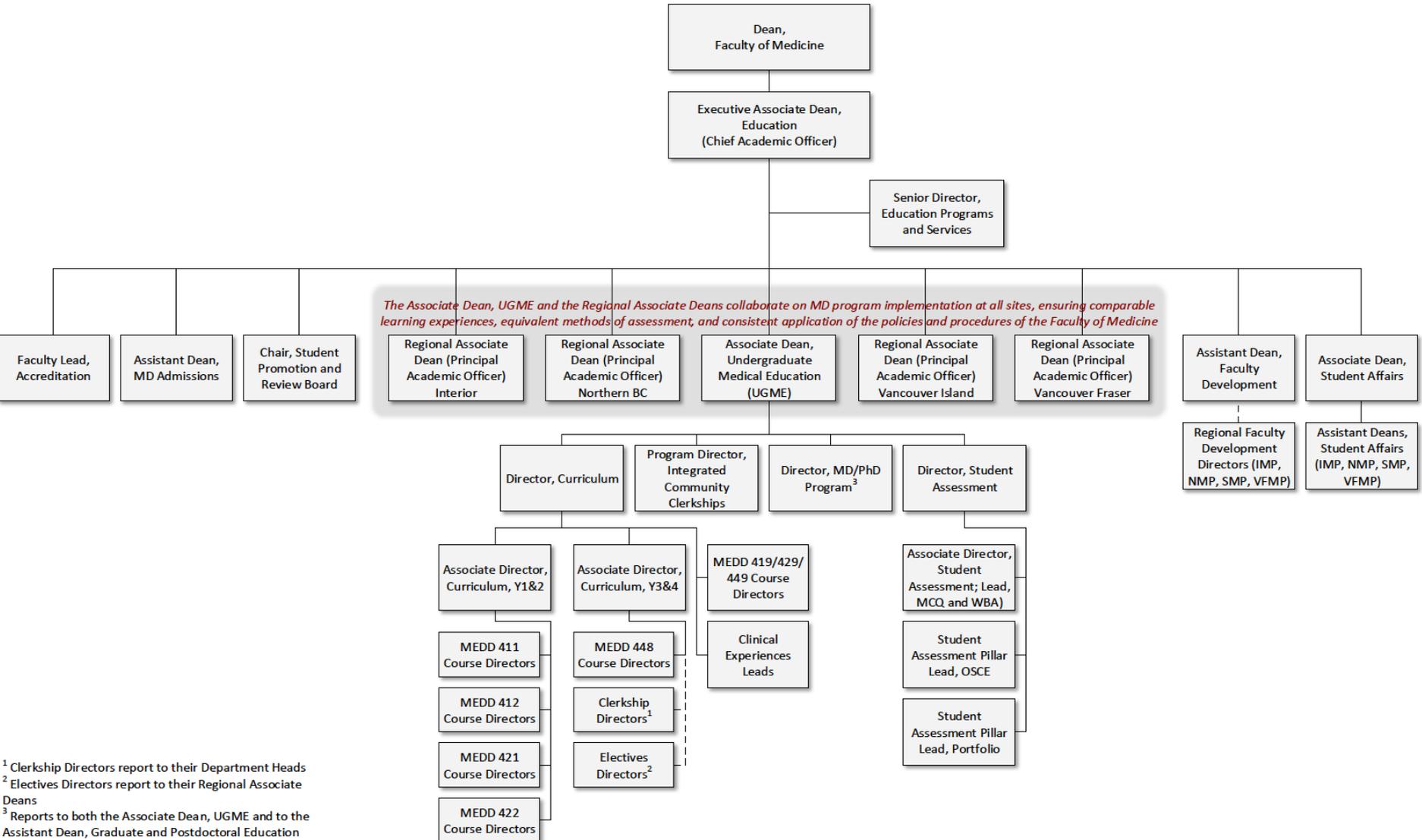
Facilitate the learning of others as part of professional responsibility (patients, health professionals, society)

OSCE, Workplace-based Assessment

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# Supplemental Digital Appendix 2

## Medical Education Leadership



<sup>1</sup> Clerkship Directors report to their Department Heads  
<sup>2</sup> Electives Directors report to their Regional Associate Deans  
<sup>3</sup> Reports to both the Associate Dean, UGME and to the Assistant Dean, Graduate and Postdoctoral Education